



North Carolina National Guard Strategic Plans Office

Quarterly Newsletter

July 2014

Volume 1, Issue 4

**Please submit
your ideas for
future projects!**

(see pg 6 for POCs)

Special points of interest:

- We are on Facebook!
Like our page at:
www.facebook.com/pages/NCNG-J5-Strategic-Plans-Organizational-Improvement

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Senior Leader Workshop (LTC Moore)

The Adjutant General of North Carolina will host the North Carolina National Guard Senior Leader's Workshop on 13 and 14 September 2014 at Joint Force Headquarters located at 1636 Gold Star Drive, Raleigh, NC 27607. The theme for this year's Senior Leader Workshop will center around "The NCNG: Interoperable and Cost Effective Force focusing on improving Effectiveness and Efficiency." The overarching goals include professional development, update on organizational initiatives and issues, and building esprit de corps. In order to support these overarching goals, the attendee list has been expanded from last year's event to include additional staff personnel from both the Battalion and Brigade level as well as affording the opportunity for additional seats across each of the Major Subordinate Commands (MSCs) for their identified attendees.

The 2014 Senior Leader Workshop will have several key note speakers to include LTG (R) Bolger, MG Hargett, and Dr. Stern who will present "The Canary in the Mineshaft" [http://www.catharsisproductions.com/all-sexual-assault-prevention-programs.php#/the canary in the mineshaft](http://www.catharsisproductions.com/all-sexual-assault-prevention-programs.php#/the%20canary%20in%20the%20mineshaft). Additional agenda items and breakout sessions will include: Center for the Army Profession and Ethic (CAPE); Strengths, Weakness, Opportunities, and Threats (SWOT); Air Guard Leadership; and Goal updates from each of the Goal Leads. The Goals, briefed and approved by our TAG, are listed in order below:

1. Meet or Exceed Readiness Requirements (G1 & A1)
2. Reliable & Resilient Soldiers, Airmen, and Families (J9)
3. Strategically Align Facilities (CFMO)
4. Acquire Future Relevant Units and Capabilities (G3 & A3)
5. Become the Leader in Domestic Operations (DOMOPS) (J3)
6. Develop and Strengthen Relationships (J5)

The organization will distribute 2015-2019 Campaign Plan Magazines and tri-folds to all MSCs, JFHQ staff, and partners during the Senior Leader Workshop.

**Military
Education
Program
collaboration.****Implementing the African Military Education Program in Botswana (MAJ Jackson) (cont. on page 4)**

In Spring 2014, the North Carolina National Guard (NCNG) and the Botswana Defence Force (BDF) officially began their collaboration with the African Military Education Program (AMEP). The U.S. Department of State (DoS) sponsors this program as a means for the U.S. Government to provide formal military education and training to African partner nations. In 2013, Major Matt Handley, the former NCNG Bilateral Affairs Officer stationed in Botswana, submitted a \$400,000 AMEP funding proposal to the DoS. Following considerable government review, Congress approved the AMEP program in order to provide targeted education programs for over a half dozen partner countries, including the NCNG proposal in Botswana. The AMEP grant covers Non-Commissioned Officer (NCO) education, which the NCNG will provide to the BDF. AMEP differs from the majority of the State Partnership Program activities, because AMEP allows formal training from NCNG personnel to BDF personnel, where most SPP missions are only intended for collaboration, interoperability, and the sharing of tactics, techniques and procedures. The 139th Regimental Training Institute (RTI) has taken the lead in conducting the NCO training missions associated with the AMEP. In March, the

139th Commander, COL Randy Powell, along with MSG Robert Edwards, the AMEP project officer, traveled to Botswana where they coordinated and validated the proposed training plan. Then in May, the 139th sent its first iteration of three trainers to Botswana to conduct a three week long Junior Leadership Development Course (JLDC), a new BDF course patterned after the U.S. Army's Warrior Leaders Course (WLC). Immediately following this initial JLDC course, the BDF students attended an Instructor Trainer Course (ITC), with a new complement of 139th instructors. Following these two initial courses, the BDF has selected a cadre of instructors that will team teach three iterations of JLDC with NCNG Soldiers from the 139th RTI and with proposed augmentation of Airmen from the 145th Air Lift Wing. These next three iterations of JLDC will take place later this



Bonds of Friendship and Professionalism (NCNG PAO)

NEGREȘTI, Moldova: Moldova's Minister of Defense, Mr. Valerue Troenco, the Adjutant General of North Carolina, Maj. Gen. Greg Lusk and other senior Moldovan and U.S. officials participated in a presentation of \$171 thousand worth of explosive ordnance disposal engineer equipment to the Moldovan Engineer Battalion, here Jun. 16, 2014. The equipment presentation was the final event of a three-week European Command Humanitarian Mine Action program (HMA) with NCNG's 430th Explosive Ordnance Disposal Company.



BDF Forces SGM's visit to North Carolina (SFC Nelson)

CSM Swart & SSG Joseph escorted FSM Serumola & CSM Maruping during the week, visiting a variety of units to include the 505th Engineers during Annual Training at Camp Butner Training Center (CBTC). While at CBTC they were briefed on EST, MOUT and HEAT. The BDF FSM & CSM spent time at the 139th RTI and MATES, receiving briefings and tours. Section NCOICs conducted briefing while at JFHQ and had discussions on the importance of gender diversity and females in the military. BDF FSM & CSM also made the trip to Charlotte to be part of the 145th AW deployment ceremony as well as tour Air Guard facilities.



Implementing the African Military Education Program in Botswana (MAJ Jackson) (cont. from page 2)

year, with the BDF Soldiers gradually taking more control of the instruction in each class. In 2015 and 2016, AMEP will continue, moving on to a BDF equivalency of the Advanced Leaders Course (for mid career NCOs), and the Senior Leaders Course (for senior NCOs).

The United States' NCO corps remains one of our military's greatest strengths. The AMEP opportunity is displaying the professionalism and expertise of the NCNG NCO corps while simultaneously training our Guardsmen on how to operate in a multinational environment. Furthermore, the AMEP reinforces the strong State Partnership Program (SPP) between the NCNG and BDF. The U.S. Department of State's selection of the North Carolina National Guard as the force provider of choice for the AMEP program, demonstrates the NCNG's continued relevance and reliability in conducting international security cooperation.

North Carolina National Guard to Host Army Green Belt Course (Maj Cowan)

The North Carolina National Guard is hosting our next Green Belt class, 8-19 December 2014, at the North Carolina Military Academy, Fort Bragg, NC. If you are interested in attending, please let your supervisor know. We issued FRAGO 23 to OPORD 14-004 requesting nominations from each MSC, suspense was 11 July 2014; however, the class has shifted to the right by 3 months so the new suspense is 10 October 2014. Instructions on how to submit a nomination can be found in the Continuous Process Improvement (CPI) and Lean Six Sigma (LSS) SOP <[https://states.gkoportal.ng.mil/states/NC/jstaff/j5/CPI/CPI%20Documents/CPI%20References/Continuous%20Process%20Improvement%20\(CPI\)%20and%20Lean%20Six%20Sigma%20\(LSS\)%20SOP.docx](https://states.gkoportal.ng.mil/states/NC/jstaff/j5/CPI/CPI%20Documents/CPI%20References/Continuous%20Process%20Improvement%20(CPI)%20and%20Lean%20Six%20Sigma%20(LSS)%20SOP.docx)> . POC is LTC Cristina Moore <<mailto:cristina.m.moore2.mil@mail.mil>> , at 704-344-2352, ext14505.

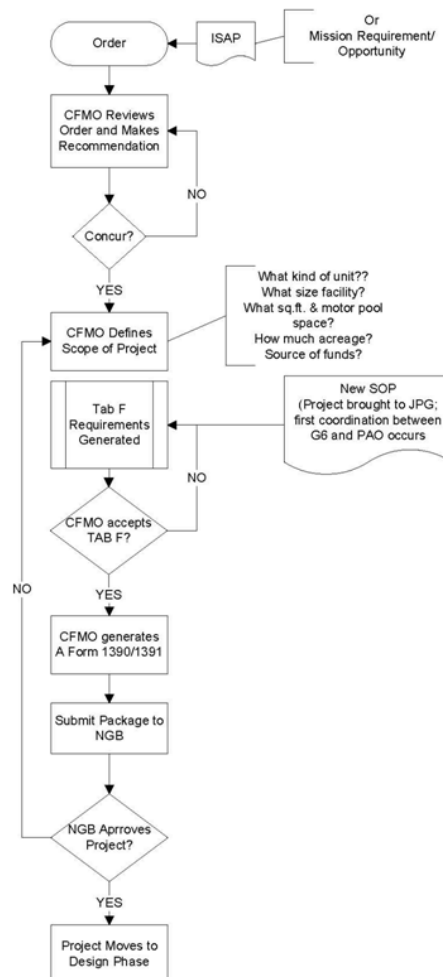
<https://www.facebook.com/NCNGJ5StrategicPlansandPolicy>



MILCON Planning for IT and AV Funding Project Rapid Improvement Event 19-21 MAY 2014 (Mr. Gary Vanderbur)

A two and a half day Rapid Improvement Event (RIE) was held to further the completion of the MILCON Planning for Information Technologies (IT) and Audio / Visual (AV) Funding project. The project goal is to eliminate future IT and AV funding shortfalls in MILCON projects by 100%. Team members from G6, PAO and CFMO were successful in applying Lean Six Sigma tools to analyze root causes and develop solutions to improve the processes in the Design, Planning, and Construction phases for MILCON. At the conclusion of the RIE, a prioritized Improvement Plan was presented to LTC Matt Chytka, the project sponsor.

Armed with the data and results of the RIE, the project team will further refine the improvement plan and carry out recommended changes to the MILCON planning process. Changes will be documented and the project's success may serve as a model for MILCON projects Guard-wide.



Improved Process Map - Design Phase

North Carolina National Guard Host first Yellow Belt Training for Department of Public Safety (DPS) (LTC Cristina Moore)

See page 19 of the DPS newsletter-"Employees Trained in Process Improvement"

<<http://www.ncdps.gov/emp/Newsletters/DPS/OnTheSceneMay2014.pdf>>

J5 Strategic Plans and Organizational Improvement

Joint Forces Headquarters
NGNC-J5
1636 Gold Star Drive
Raleigh, NC 27607

The North Carolina National Guard has actively participated in the NG CPI program since its inception in late 2009. We are one of the leading states on project execution as we continue to work closely with NGB on achieving our goal of a self-sustained NCNG CPI Program.

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[NCGKO Continuous Process Improvement Site](#)

External Lean Six Sigma Events and Training *

LSS Distance Learning
through Army e-Learning
Program:

<https://usarmy.skillport.com>

Please note that you must be active Army, Army National Guard, Army Reservist, or DA Civilian to register for Army e-Learning.

Short Tours in NGB:

Opportunities for Black Belts exist at NGB for short tours in both Strategic Planning in the NGB J5 and the Business Transformation Office. Please contact LTC Cristina Moore at cristina.m.moore2.mil@mail.mil if interested.

For questions about the North Carolina National Guard Continuous Process Improvement program or to submit recommendations for future projects, click on the CPI Logo below or contact the POC listed above:



* External events and training opportunities are not endorsed by the North Carolina National Guard and funding is not currently programmed.